



**THE
JHARKHAND GAZETTE
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No. 476

RANCHI FRIDAY 24th October, 2025

**LABOUR, EMPLOYMENT, TRAINING AND SKILL
DEVELOPMENT DEPARTMENT**

NOTIFICATION

24th October, 2025

S.O. :

Notification No. 7@fn0fu0 1040@2025 J0fu0%e0dk0fu0%652-The following guidelines regarding the proviso to clause (b) of sub-section (1) of section 66 of the Factories Act, 1948 as amended vide the Factories (Jharkhand Amendment) Act, 2025 shall be ensured by the Occupier/Factory Manager of a factory for employing women workers in night shift (7:00 p.m. to 6: a.m.)

1. The consent of women workers willing to work between the hours of 7:00 p.m. to 6:00 a.m. shall be taken in writing;
2. No woman shall be employed against the maternity benefit provisions laid down under the Maternity Benefit Act, 1961;
3. Adequate transportation facilities with GPS tracking system shall be provided to women workers to pick-up and drop near their residence. In case in the female employees wants to avail self-transportation facility, she can avail so by submitting an undertaking;
4. The Occupier of a Factory shall provide separate toilet and washroom facilities;

5. The crèche facility shall also be made operational between the hours of 7:00 p.m. to 6:00 a.m. where applicable under Section 48 & Rule 73.
6. The work place including passage towards conveniences or facilities concerning toilet, washrooms, drinking water, entry and exit of women or any area used by women workers should be well-lit, near the work place where women work and preferably have suitable provisions of closed-circuit television (CCTV) surveillance;
7. Boarding and lodging for women workers, where applicable, shall be kept exclusively for women under the control of women wardens or supervisors;
8. Compliance of Prevention of Sexual Harassment of Women at Workplace (Protection, Prohibition, and Redressal) Act, 2013 shall be ensured.
9. At least five women workers shall be employed in a particular area where women worker are working.
10. Proper surveillance of canteen shall be ensured during night shift (7:00 p.m. to 6:00 a.m.).
11. Any Occupier employing women between the hours of 7:00 p.m. to 6:00 a.m. shall submit a Self-certification in the prescribed proforma, electronically, in the designated portal of the Department, that he or she has provided all the facilities as mentioned in this Notification and shall take due care and diligence regarding the safety, security and dignity of women workers;
12. Display of State laws for worker's protection and relevant Sections of Bhartiya Nyaya Sanhita (BNS), 2023 along with punitive/penalty details in conspicuous place inside the Factory premises in local language and English.
13. Constitution of 'Factory Security Committee' to strategize and implement appropriate security measures.
14. Routine Security patrolling' in the factory premises during night time.
15. Setting up of a 24x7 manned security control room in the factories.
16. Establishing close liaisoning with nearest police station.
17. Conducting security audits preferably in consultation with police authorities to assess and improve security measures.
18. Ensuring complete CCTV coverage of the premise and Establishment of a protocol for quick sharing of video footage of any untoward incident against workers with local police to facilitate swift response and investigation where women workers are employed;
19. Security personnel to be technically oriented and trained in soft skills. Preferably employ ex-serviceman (from Directorate General of Resettlements) as security personnel in the identified high-risk area of the factories.
20. Any deviation from the guidelines shall be treated as violation of above mentioned provision.

Self-Certification

Certified that I/we, ..., Occupier / Manager of M/s....., situated at....., District....., bearing Registration No.....have complied all the directions prescribed by the Government of Jharkhand for engagement of women workers between 7.00 p.m. and 6.00 a.m. in my/our factory.

Certified further that no woman worker has been engaged in my/our factory during night shift (7.00 p.m. and 6.00 a.m) without her consent in writing.

I am / We are the authorised person(s) to submit the above declaration which is true to the best of my / our knowledge and belief.

I / We understand and acknowledge that if any of the aforementioned facts or information is found to be false, misleading or misrepresented, I/We shall be held liable for legal action as per applicable Factories Act, 1948 and Jharkhand Factories Rules, 1950.

Signature of the Manager

Signature of the Occupier

Name:

Name:

Mobile No.

Mobile No.

e-mail ID

e-mail ID

Date :

Date:

By order of the Governor of Jharkhand,

SD/-

Under Secretary

Office of the Labour Commissioner,
Jharkhand, Ranchi.
